Evaluation Possibilities 1981

1. Career Mgmt & Career Dev. practices - self eval.
   - study done 1980 -
   - Sys'd proposed process of instr & guidance to Dir. approved by Harry -
   - Approval repealed

2. PRA's

3. Dev Comp use [initiated by Stan's memo 3/81]

4. PAR system [undergoing]

5. APP/APR (repeat in trains)

STAT 6. Recruitments? [redacted] from program "
   - Appl rev. process "
   - EOD orient "
   - EEO "
   - Reassign'l sel process"
   - Emp partic in mgmt decis affecting them?'

   - attitudes towards work & career prog
   - Career mgmt process "
   - attrition

PMES
History

Established 1978 - approved by Carlucci on OP recom.
- measure & impel progress towards achievements of uniform pers. directives issued &
- establish new staff PMES to engage in fact finding, eval., sampling, data analysis, reporting, recom. for action on uniform pers policies & procedures, identifying further areas of susceptible to improvement

M&F done - citing authority [redacted] STAT above memo, Pres memo 9 Oct 63 directing Agency/Dept Heads to establish systems & review period. effectiveness of pers mgmt w/in orgs. Chg 250 FPM.

Eval process. - fact finding (collect of data) — gather clear picture: stats, observing, interviewing, existing info, sampling
- analysis, interpret
  - 1. comparison - fact & accomp. w/ standards
  - 2- " conditions & accomp. vs. pol. lines
  - 3- " pattern & result w/ other orgs
  - 4- " costs
- reporting results above — offer recomd. basis for new action; guidelines for new policies & program dev.; info re progress & problems in pers mgmt
- taking approp. action

-NAPA - Dec 79.

STAT 1972 - [redacted] (ex-staff) paper to DI Plan

1973. DD/S Plan Staff [redacted] memo to Dir OPPB re STAT eval systems